

## Workplace Profile 2020

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The Equal Opportunity for Women in the Workplace Act 1999 (**EOWW Act**) has been renamed the Workplace Gender Equality Act 2012 (**WGE Act**) to put a focus on promoting and improving gender equality and outcomes for both women and men in the workplace. The Equal Opportunity for Women in the Workplace Agency has been renamed the Workplace Gender Equality Agency (**WGEA**) to reflect this new focus.

All non-public sector employers with 100 or more employees (**relevant employers**) are required to report annually under the WGE Act. In accordance with the requirements of the WGE Act Senex lodged its annual compliance report with the Workplace Gender Equality Agency in July 2020.

The below tables (**Workplace Profile**) show the gender composition of Senex's workforce.

## Workplace Profile 2020

## Managers

| Manager occupational categories   | Reporting level to CEO | Employment status   | No. of employees |    |                 |
|-----------------------------------|------------------------|---------------------|------------------|----|-----------------|
|                                   |                        |                     | F                | M  | Total employees |
| CEO/Head of Business in Australia | 0                      | Full-time permanent | 0                | 1  | 1               |
|                                   |                        | Full-time contract  | 0                | 0  | 0               |
|                                   |                        | Part-time permanent | 0                | 0  | 0               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |
| Key management personnel          | -1                     | Full-time permanent | 0                | 4  | 4               |
|                                   |                        | Full-time contract  | 0                | 0  | 0               |
|                                   |                        | Part-time permanent | 1                | 0  | 1               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |
| Other executives/General managers | -2                     | Full-time permanent | 0                | 4  | 4               |
|                                   |                        | Full-time contract  | 0                | 1  | 1               |
|                                   |                        | Part-time permanent | 0                | 0  | 0               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |
| Senior Managers                   | -2                     | Full-time permanent | 2                | 1  | 3               |
|                                   |                        | Full-time contract  | 0                | 0  | 0               |
|                                   |                        | Part-time permanent | 1                | 0  | 1               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |
| Other managers                    | -2                     | Full-time permanent | 2                | 6  | 8               |
|                                   |                        | Full-time contract  | 0                | 0  | 0               |
|                                   |                        | Part-time permanent | 0                | 0  | 0               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |
|                                   | -3                     | Full-time permanent | 4                | 9  | 13              |
|                                   |                        | Full-time contract  | 0                | 0  | 0               |
|                                   |                        | Part-time permanent | 0                | 0  | 0               |
|                                   |                        | Part-time contract  | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |
|                                   | -4                     | Full-time permanent | 1                | 2  | 3               |
|                                   |                        | Full-time contract  | 0                | 0  | 0               |
| Part-time permanent               |                        | 0                   | 0                | 0  |                 |
| Part-time contract                |                        | 0                   | 0                | 0  |                 |
| Casual                            |                        | Casual              | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |
|                                   |                        | Casual              | 0                | 0  | 0               |
| Grand total: all managers         |                        |                     | 11               | 28 | 39              |

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### Non-Managers

| Non-manager occupational categories  | Employment status   | No. of employees (excluding graduates and apprentices) |           | No. of graduates (if applicable) |          | No. of apprentices (if applicable) |          | Total employees |
|--------------------------------------|---------------------|--|-----------|----------------------------------|----------|------------------------------------|----------|-----------------|
|                                      |                     | F  | M         | F                                | M        | F                                  | M        |                 |
| Professionals                        | Full-time permanent | 15   | 42        | 0                                | 0        | 0                                  | 0        | 57              |
|                                      | Full-time contract  | 3  | 5         | 0                                | 0        | 0                                  | 0        | 8               |
|                                      | Part-time permanent | 5  | 0         | 0                                | 0        | 0                                  | 0        | 5               |
|                                      | Part-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Casual              | 0  | 6         | 0                                | 0        | 0                                  | 0        | 6               |
| Technicians and trade                | Full-time permanent | 0  | 1         | 0                                | 0        | 0                                  | 0        | 1               |
|                                      | Full-time contract  | 0  | 1         | 0                                | 0        | 0                                  | 0        | 1               |
|                                      | Part-time permanent | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Part-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Casual              | 0  | 6         | 0                                | 0        | 0                                  | 0        | 6               |
| Community and personal service       | Full-time permanent | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Full-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Part-time permanent | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Part-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Casual              | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
| Clerical and administrative          | Full-time permanent | 10   | 3         | 0                                | 0        | 0                                  | 0        | 13              |
|                                      | Full-time contract  | 0  | 1         | 0                                | 0        | 0                                  | 0        | 1               |
|                                      | Part-time permanent | 7  | 0         | 0                                | 0        | 0                                  | 0        | 7               |
|                                      | Part-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Casual              | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
| Sales                                | Full-time permanent | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Full-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Part-time permanent | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Part-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Casual              | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
| Machinery operators and drivers      | Full-time permanent | 0  | 22        | 0                                | 0        | 0                                  | 0        | 22              |
|                                      | Full-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Part-time permanent | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Part-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Casual              | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
| Labourers                            | Full-time permanent | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Full-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Part-time permanent | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Part-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Casual              | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
| Others                               | Full-time permanent | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Full-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Part-time permanent | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Part-time contract  | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
|                                      | Casual              | 0  | 0         | 0                                | 0        | 0                                  | 0        | 0               |
| <b>Grand total: all non-managers</b> |                     | <b>40</b>  | <b>87</b> | <b>0</b>                         | <b>0</b> | <b>0</b>                           | <b>0</b> | <b>127</b>      |